



United States Department of the Interior

OFFICE OF THE SECRETARY

OFFICE OF DIVERSITY, INCLUSION AND CIVIL RIGHTS

Washington, DC 20240

NOTICE TO EMPLOYEES POSTED BY ORDER OF THE U.S. DEPARTMENT OF THE INTERIOR An Agency of the United States Government

Consistent with the Elijah E. Cummings Federal Employee Antidiscrimination Act of 2020 and 29 C.F.R. § 1614.501, the U.S. Department of the Interior (Department), National Park Service (NPS), notifies employees and the public that on July 31, 2024, the Office of Diversity, Inclusion and Civil Rights (ODICR) issued a finding of discrimination, which determined that NPS supervisor(s) in the NPS Lake Mead National Recreation Area (LMNRA) in Boulder City, Nevada, violated the Rehabilitation Act of 1963 (Rehabilitation Act), as amended, from July 2021 to February 2022. NPS provides assurance that, through measures adopted and through corrective, curative, or preventative actions taken, both the particular type(s) of discrimination found and violations of the law similar to those found will not recur. Specifically, ODICR has directed NPS to take corrective actions, pay compensatory damages, pay attorney's fees, and pay costs. NPS also provides assurance that its supervisor(s) will cease from engaging in the specific unlawful employment practice(s) found in the instant matter.

This Notice also informs all Department employees, former employees, and applicants for employment of the rights and protections available to them under Section 201 of the Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), Federal Antidiscrimination Laws, and Whistleblower Protection Laws. Please see the No FEAR Act Notice at the following link for more information: <https://www.opm.gov/equal-employment-opportunity/no-fear-act/#url=Notice>.

Federal law prohibits the Department from discriminating against any employee or applicant for employment because of race, color, religion, national origin, sex (including sexual orientation and gender identity), pregnancy, age, disability, or genetic information. Federal law also prohibits the Department from restraining, interfering with, coercing, or retaliating against individuals who engage in protected EEO activities by exercising their rights to oppose practices made unlawful by Federal Antidiscrimination Laws, or by participating in proceedings pursuant to Federal Antidiscrimination Laws. The Department confirms its commitment to comply with these statutory provisions.

Duly Authorized Agency Representative: **MICHAEL GAUTHIER** Digitally signed by
MICHAEL GAUTHIER
Date: 2024.10.03
12:00:26 -07'00'

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